

**MODIFICATIONS IN GUILD PROPOSAL  
TO  
THE POST-TRIBUNE  
August 9, 2005**

Listed below are modifications in the Guild's pending proposals (3/29/05 and 5/24/05).  
The Guild retains its customary right to change this proposal by way of addition, deletion  
or other modification.

**ARTICLE I - Union Recognition, Jurisdiction and Management Rights.**

- Union Security. The Guild withdraws its Guild Shop proposal.
- Management Rights. Current Contract Language.

**ARTICLE II - Minimum Wages**

- 4/14/05            5% Guaranteed            1% Merit Pool
- 4/14/06            4% Guaranteed            2% Merit Pool
- 4/14/07            3% Guaranteed            3% Merit Pool
- Increase minimums in accordance with above Guaranteed percentage raises

**ARTICLE VI - Employee Security**

- Reduction in Force. Section 2. Current Contract Language.
- Reporter Correspondents. Section 11. Current Contract Language.

**ARTICLE VII - Part-Time and Temporary**

- Correspondents. Section 1. Current language on exempt status.
- Part Time benefits. Section 5. Current Contract Language.

Aug. 30  
next bargaining